

110TH CONGRESS  
1ST SESSION

# H. CON. RES. 140

Recognizing the low presence of minorities in the financial services industry and minorities and women in upper level positions of management, and expressing the sense of the Congress that active measures should be taken to increase the demographic diversity of the financial services industry.

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## IN THE HOUSE OF REPRESENTATIVES

MAY 3, 2007

Mr. MEEKS of New York (for himself, Ms. CORRINE BROWN of Florida, Ms. LORETTA SANCHEZ of California, Mr. JEFFERSON, Ms. MOORE of Wisconsin, Mrs. NAPOLITANO, Mr. HINOJOSA, Mrs. MALONEY of New York, Mrs. JONES of Ohio, Mr. CUELLAR, Mr. FRANK of Massachusetts, Ms. KILPATRICK, Mr. BISHOP of Georgia, Mr. WEINER, Mr. MEEK of Florida, Ms. EDDIE BERNICE JOHNSON of Texas, Mrs. MCCARTHY of New York, Ms. MCCOLLUM of Minnesota, Mr. AL GREEN of Texas, Mr. WYNN, Mr. HASTINGS of Florida, Mr. DAVIS of Alabama, Ms. LEE, Mr. THOMPSON of Mississippi, Mr. RUSH, Mr. FATTAH, Mr. RANGEL, Mr. DAVIS of Illinois, Mr. SCOTT of Georgia, Mr. KUCINICH, Ms. WATSON, Mr. PAYNE, Mrs. CHRISTENSEN, Mr. TOWNS, Mr. CLEAVER, Mr. BUTTERFIELD, Mr. ACKERMAN, Mr. JOHNSON of Georgia, Mr. JACKSON of Illinois, Mr. CLYBURN, Mr. BACA, Mr. CROWLEY, Mr. CONYERS, Mr. SERRANO, Mr. LEWIS of Georgia, Ms. CARSON, Mr. ELLISON, Mr. GUTIERREZ, Ms. WATERS, Mr. WATT, Mrs. LOWEY, Ms. VELÁZQUEZ, Ms. JACKSON-LEE of Texas, Mr. LYNCH, Mr. ROTHMAN, Mr. DELAHUNT, Mr. WEXLER, Mr. GRIJALVA, Mr. SIRES, Mr. CLAY, Mr. CUMMINGS, Mr. SCOTT of Virginia, Ms. CLARKE, and Ms. NORTON) submitted the following concurrent resolution; which was referred to the Committee on Financial Services, and in addition to the Committee on Education and Labor, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

# CONCURRENT RESOLUTION

Recognizing the low presence of minorities in the financial services industry and minorities and women in upper level positions of management, and expressing the sense of the Congress that active measures should be taken to increase the demographic diversity of the financial services industry.

Whereas the financial services industry is vitally important to the United States economy;

Whereas in 2003, employment in the financial services industry was 7 percent of total employment in the United States, with over 9,000,000 employees;

Whereas since 1995, the average hourly earnings of non-supervisory workers in financial activities was above the private industry and increased from approximately \$12 in 1995 to \$17.53 in 2004;

Whereas minorities and women face various challenges in obtaining and maintaining positions, especially upper level positions, within the financial services industry;

Whereas minorities and women often cite the lack of mentors and leadership training as barriers to their advancement;

Whereas in 2003, only 6 percent of the board seats at the Fortune 1,000 companies were held by minorities and women comprised only 13.4 percent of Fortune 500 board seats in 2003;

Whereas in financial services, the percentage of black employees has slowly decreased from 10.5 percent to 9.8 percent between 2000 to 2003;

Whereas in 2003, blacks were only 9.8 percent of those employed in the financial services industry and just 6.9 percent of financial managers;

Whereas from 2000 to 2003, Hispanics have been an increasing percentage of the United States workforce and the financial services industry;

Whereas in 2003, Hispanics comprised only 9 percent of those employed in the financial services industry, just 6.1 percent of financial managers, and less than 2 percent of the directors of Fortune 1,000 companies;

Whereas in 2004, Asians represented only 4.1 percent of the employees in the financial services industry and just 3.4 percent of all financial managers;

Whereas from 2000 to 2003, a greater percentage of women worked in the financial services industry than any other United States industry;

Whereas approximately half of financial managers are women and the percentage of women financial managers was 52.7 in 2003;

Whereas in a 2001 survey of 2,200 senior and pipeline level women and men representing approximately 60 securities firms, 65 percent of women reported that women have to work harder than men to get the same rewards, and 51 percent of women report that women are paid less than men for doing similar work; and

Whereas a minority of women (32 percent) and men (43 percent) believe that promotion decisions are made fairly in their firm: Now, therefore, be it

1        *Resolved by the House of Representatives (the Senate*  
2   *concurring),*

1 **SECTION 1. SHORT TITLE.**

2       This resolution may be cited as the “Financial Serv-  
3 ices Diversity Initiative”.

4 **SEC. 2. FINANCIAL SERVICES DIVERSITY INITIATIVE.**

5       (a) CONGRESSIONAL RECOGNITION.—The Con-  
6 gress—

7           (1) recognizes that minorities and women still  
8       face unique challenges entering into and obtaining  
9       upper level positions within the financial services in-  
10      dustry;

11          (2) encourages financial institutions to partner  
12      with organizations which are focused on developing  
13      opportunities for minorities and women to place tal-  
14      ented young minorities and women in industry in-  
15      ternships, summer employment, and full-time posi-  
16      tions;

17          (3) encourages financial institutions to partner  
18      with inner-city high schools, girls’ high schools, and  
19      high schools with majority minority populations to  
20      establish or enhance financial literacy programs and  
21      provide mentoring;

22          (4) encourages financial institutions, including  
23      Federal and State financial institution regulatory  
24      agencies, to build and retain a diverse staff through  
25      initiatives, including—

1 (A) providing financial support for minori-  
2 ties and women undergraduate and graduate  
3 business programs;

4 (B) heavily recruiting at historically Black  
5 colleges and universities, Hispanic serving insti-  
6 tutions, women's colleges, and colleges that  
7 typically serve majority minority populations;

8 (C) sponsoring and recruiting at job fairs  
9 in urban communities; and

10 (D) placing job ads in newspapers and  
11 magazines oriented toward people of color;

12 (5) encourages financial institutions to appoint  
13 more minorities and women as board members; and

14 (6) encourages financial institutions, and public  
15 and private pension funds to seek qualified minority  
16 and women owned firms as investment managers,  
17 underwriters and other business relationships.

18 (b) SENSE OF THE CONGRESS.—It is the sense of  
19 the Congress that—

20 (1) active measures should be taken by employ-  
21 ers and educational institutions to increase the de-  
22 mographic diversity of the financial services indus-  
23 try; and

24 (2) diversity within the financial services indus-  
25 try is vitally important not only to promoting inno-

- 1 vation and creativity in the industry but to devel-
- 2 oping a more inclusive workforce for a fair and just
- 3 economy.

